



2018-2019
COMBINED SALARY SCHEDULE
Base Salary & Teacher Salary Supplement
(Rounded to nearest dollar)

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	CI Doc	Doc
1	\$39,265	\$41,097	\$43,661	\$45,493	\$47,325	\$49,156	\$50,988	\$52,820
2	\$40,767	\$42,599	\$45,163	\$46,995	\$48,827	\$50,658	\$52,490	\$54,322
3	\$42,269	\$44,101	\$46,665	\$48,497	\$50,329	\$52,160	\$53,992	\$55,824
4	\$43,771	\$45,603	\$48,167	\$49,999	\$51,831	\$53,663	\$55,494	\$57,326
5	\$45,273	\$47,105	\$49,670	\$51,501	\$53,333	\$55,165	\$56,996	\$58,828
6	\$46,775	\$48,607	\$51,172	\$53,003	\$54,835	\$56,667	\$58,497	\$60,330
7	\$48,277	\$50,109	\$52,673	\$54,504	\$56,336	\$58,168	\$59,999	\$61,831
8	\$49,779	\$51,611	\$54,175	\$56,006	\$57,838	\$59,670	\$61,501	\$63,333
9	\$51,281	\$53,113	\$55,677	\$57,508	\$59,340	\$61,172	\$63,004	\$64,835
10	\$52,782	\$54,614	\$57,179	\$59,010	\$60,842	\$62,674	\$64,506	\$66,337
11	\$54,285	\$56,116	\$58,681	\$60,513	\$62,344	\$64,176	\$66,008	\$67,839
12	\$55,787	\$57,618	\$60,183	\$62,015	\$63,846	\$65,678	\$67,510	\$69,341
13	\$57,289	\$59,120	\$61,685	\$63,517	\$65,348	\$67,180	\$69,012	\$70,843
14	\$58,791	\$60,622	\$63,187	\$65,019	\$66,850	\$68,682	\$70,514	\$72,345
15	\$60,293	\$62,124	\$64,689	\$66,521	\$68,352	\$70,184	\$72,016	\$73,848
16	\$61,795	\$63,627	\$66,191	\$68,023	\$69,854	\$71,686	\$73,518	\$75,350
17	\$63,297	\$65,129	\$67,693	\$69,525	\$71,357	\$73,188	\$75,020	\$76,852
18	\$64,799	\$66,631	\$69,195	\$71,027	\$72,859	\$74,690	\$76,522	\$78,354
19	\$66,301	\$68,133	\$70,697	\$72,529	\$74,361	\$76,192	\$78,024	\$79,856
19a(1)	\$68,755	\$70,657	\$73,320	\$75,223	\$77,125	\$79,027	\$80,929	\$82,832
19a(2)	\$70,115	\$72,017	\$74,680	\$76,583	\$78,485	\$80,387	\$82,289	\$84,192
19b	\$70,890	\$72,792	\$75,455	\$77,358	\$79,260	\$81,162	\$83,064	\$84,967

- Notes:
- Following one year of eligible Agency employment, any employee who has been credited with the maximum number of years of experience credit on the salary schedule shall be awarded a four percent (4%) increase based on the top step, Step 19a(1).
 - Any employee who has been credited with the 4% increase based on Step 19 for one year of eligible Agency employment shall, in the following year, also be awarded a longevity increment of One Thousand Three Hundred Sixty Dollars (\$1,360.00) payable annually (non-compounding), Step 19a(2).
 - Any employee who has been credited with a career increment of Seven Hundred Seventy Five Dollars (\$775.00) payable annually (non-compounding), shall continue to receive this career increment, Step 19b.

CONTRACTED STAFF BENEFITS (2018-2019)

Insurances • Short Explanation • Full-time Staff

- Health Insurance**
 - Free Single Plan-PPO Choice.
 - Prescription Drugs: On each prescription dispensed by pharmaceutical network, all expenses beyond \$10, \$40, \$70 or \$100 and sales tax are paid.
 - May select PPO Premier or HMO Essential and pay any premium cost that exceeds the Agency-provided plan.
 - Coverage under all plans include Preventative Care benefit paid at 100%.
- Dental Insurance**
 - Free Single Delta Dental Plan II. Family coverage at employee's expense.
 - Delta Dental pays 100% on checkups and teeth cleaning; 80% of cavity repair and tooth extractions; 80% of high cost fillings, root canals, gum and bone diseases (non-surgical); 50% of dentures and bridges, teeth straightening, and gum and bone diseases (surgical).
 - Deductible: Single \$25/yr, Family \$25 per family member/yr (maximum 3 members)
 - There is no deductible for checkups and teeth cleaning. Maximum coverage is \$1,200 per eligible member per year.
- Vision Insurance**
 - Free Single Plan – EyeMed Vision Care Plan-Family coverage at employee's expense.
 - Eye exam – once every 12 months - \$5 Copay / In-network
 - Lenses – once every 12 months - \$10 Copay / In-network
 - Frames – once every 24 months - \$0 Copay, \$120 allowance; 80% of balance over \$120 / In-network
- Flexible Dollars Plan**
 - Monthly amount of \$133.34 provided for selected benefits. Benefit options include – health insurance, dental insurance, vision insurance, and additional salary.
- Liability Insurance**
 - Coverage by the Agency's liability insurance.
- Life Insurance**
 - \$50,000 free term insurance to all staff working half-time or more.
- Long-Term Disability**
 - Covers disability due to illness or accident after ninety (90) consecutive calendar days. Coverage insures 70% of regular income.
- Retirement System**
 - 6.29% of salary applied to Iowa Public Employees' Retirement System. Agency contributes amount equal to 9.44% of salary.
- Travel Accidental Death**
 - \$100,000 death benefit coverage. Covers from home or office to school assignment, but not from home to assigned Agency center. Covers approved travel outside of area on approved Agency matters.
- Worker's Compensation**
 - Coverage by State of Iowa's Worker's Compensation.
- Voluntary Flexible Spending Account**
 - IRS 125 plan allows for pre-tax withholding of wages to be redirected toward dependent care and health care costs.

Leaves • Brief Description • Full-time Staff

- Adoption Leave**
 - 5 days paid leave to process and secure the adoption of a child
- Bereavement Leave**
 - 5 paid days immediate family
 - 3 paid days extended family
 - Nonaccumulative
- Emergency Leave**
 - 3 days paid leave in event of emergency situations beyond employee's control
- Extended Leave**
 - 1 year maximum unpaid leave for appropriate reasons
- Military Leave**
 - Granted for required military service
- Personal Leave**
 - 2 paid days per year. Increments of 30 minutes. Unused leave accumulates as illness/disability leave.
- Illness/Disability Leave**
 - 13 paid days first year; 14 second; 15 third; 16 fourth; 17 fifth; 18 sixth and thereafter.
 - Accumulates to 120 days. Employees with 120 days on July 1 shall be granted 8 hours of additional paid leave to be taken during that work year.
 - May be used for illness of immediate family-up to number of days granted for current year.
 - Up to 5 days may be used for parental leave upon the birth or adoption of a child.
- Professional Leave**
 - Up to 3 days and \$400 annually. Accrues to \$2000 and 5 days.
- Religious Leave**
 - Options including paid leave available.